

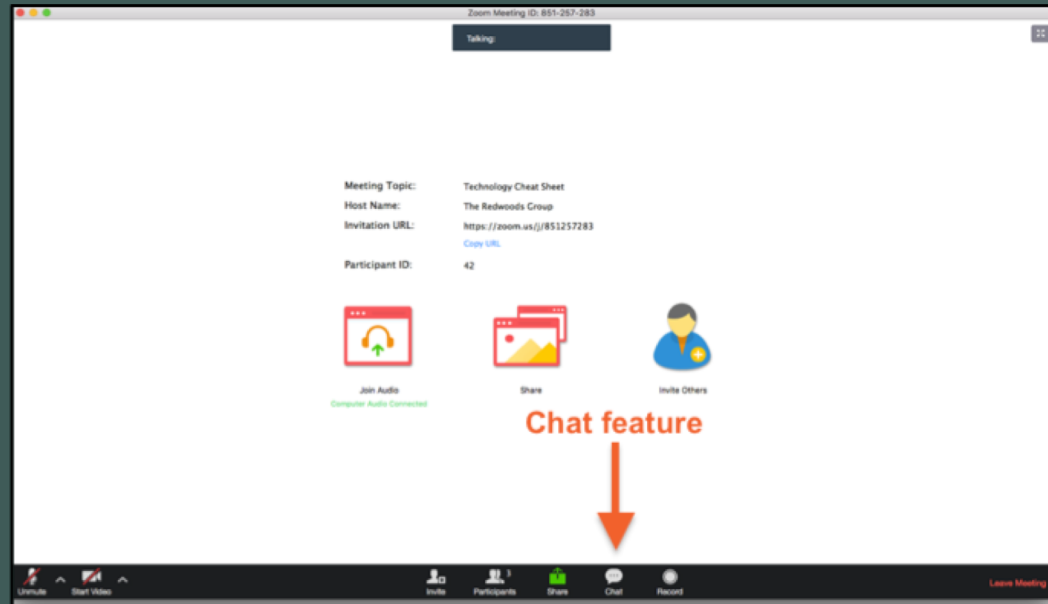
Welcoming Back Staff and Youth Through a Trauma-Informed Lens

Joining Us Today

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? Send us your questions



Trauma-Informed Care: The Basics



What are the types of trauma?

- Acute Trauma
- Chronic Trauma
- Neglect
- Complex Trauma



Acute Trauma

- A single event that lasts for a limited time



Chronic Trauma

- Experience of multiple traumatic events
- Often over a long period of time



Neglect

- Failure to provide for a youth's basic needs
- Opens the door to other traumatic events



Complex Trauma

- Multiple traumatic events at a young age (<5)
- Caused by the caregiver



How can trauma affect a person?

- Sustained fight/flight mode
- Body/brain is unable to cope
- Unable to regulate behavior



What is trauma-informed care?

- Uses the science of trauma to:
 - Change behavior
 - Promote healing
 - Create conditions in organizations where everyone feels safe and supported

Trauma and COVID-19



How is COVID-19 different?

- Not a traditional trauma
- No clear on-set versus off-set



What are the impacts of COVID-19?

- Heightened past trauma
- New trauma introduced
- People are unable to receive services
- Loss of connection and safety

Welcoming Back Staff



How can you welcome back staff?

- Create reasonable expectations
 - Give staff time to get back to normal
- Take care of staff
 - Build in time throughout the work day
 - Promote wellness



How can you welcome back staff?

- Create space for staff to engage, if struggling
 - Re-communicate these mechanisms if already present
 - Employee Assistance Program
 - Connect with local partners



How can you welcome back staff?

- Help staff cope if youth share their experiences at home
 - Frame the conversation
 - Ask permission
 - Allow opt-out
- Remind staff of mandated reporter requirements

Welcoming Back Youth



How can you still connect while closed?

- Connect with youth virtually
- Find opportunities to connect with youth who may not have access to the internet



How can you welcome back youth?

- Create a predictable and consistent environment



How can you welcome back youth?

- Educate caregivers and youth ahead of time
 - What will be different and the same?
 - What are the new policies and procedures?
 - What are the new expectations?
 - How will you address unsafe behaviors?



How can you welcome back youth?

- If you know a youth's history, identify what may be a new trigger
 - Eliminate that trigger, if possible



What are potential signs of trauma?

- Behaviors that don't make sense in the context
- Fear in a situation where others are not fearful
- Significant changes in attitude, mood or weight
- Consistent patterns in behavior

**Send us your
questions**

